

ADMINISTRATIVE OFFICE OF THE U.S. COURTS

JOB OPPORTUNITY #: 97-OHRS-075

POSITION: PROGRAM ANALYST, 343
or
ATTORNEY ADVISOR, 905

SALARY: \$45,939 - \$86,125

Opening Date: 06/06/97	Closing Date (for receipt of applications): 06/27/97
OFFICE: Office of Human Resources and Statistics Employee Relations and Training Division EEO and Dispute Resolution Branch Washington, D.C.	AREA OF CONSIDERATION: Nationwide -- All Sources
SALARY POTENTIAL: \$86,125	

SALARY AND BENEFITS INFORMATION: Most positions in the Administrative Office (AO) are classified and paid under a broad-banded system which combines General Schedule (GS) grades and pay. Salary is set commensurate with experience. Federal benefits are available for most positions according to federal guidelines.

MISSION STATEMENT: The Administrative Office (AO) is part of the Judicial Branch of the Federal Government and operates as an independent excepted service agency. The AO provides management support and services to the federal courts (except the Supreme Court) in three essential areas: administrative support, program management, and policy development. The AO is responsible for advocating and implementing the policies of the Judicial Conference of the United States and supporting the network of Conference committees. The AO is the focal point for judiciary communication, information, program leadership, and administrative reform. The federal court system consists of over 28,000 employees, including approximately 1,650 Federal Judges, working in more than 800 locations throughout the 50 states and U.S. territories. The AO also supports program activities in the areas of court administration, defender services, and federal corrections and supervision of offenders.

DUTIES AND RESPONSIBILITIES: The Equal Employment Opportunity and Dispute Resolution Branch (EEODRB) develops and coordinates all equal employment opportunity initiatives in the federal judiciary and performs special projects, as requested. The incumbent of this position assists the chief, EEODRB, in planning, developing, organizing, implementing, and evaluating the judiciary's EEO program. Duties include, but are not limited to:

1. Collecting data on the AO's and federal courts' workforces, ensuring the adequacy and accuracy of this data and analyzing and evaluating the data for its significance;
2. Conducting research and developing applications for improvement of the efficiency of the EEODRB through automation use;
3. Monitoring developments in EEO and Civil Rights legislation and regulations and providing legislative and regulatory analysis advice in the area of employment discrimination law;
4. Monitoring discrimination complaints and inquiries for evidence of systemic problems that requires solution above the case level; and
5. Providing consulting services for managers at all levels to assist in identifying institutional barriers to EEO and to assist in planning and carrying out affirmative action.

QUALIFICATION REQUIREMENTS: Applicants must have experience as listed below. This requirement is according to the AO Classification, Compensation, and Recruitment Systems (AOCCRS) which includes interpretive guidance and reference to the OPM Operating Manual for Qualification Standards For General Schedule Positions.

Program Analyst, 343: Applicants must have one year of specialized experience which is in or directly related to the line of work of this position and which has equipped the applicant with particular knowledge, skills, and abilities to successfully perform the duties of this position.

Attorney Advisor, 905: Applicants must possess a law degree (J.D. or LL.B.) from a law school accredited by the American Bar Association and be a member of the bar of a state, territory, the District of Columbia, the commonwealth of Puerto Rico, or a Federal Court of general jurisdiction. Also, four years of specialized (professional) experience post J.D. or LL.B. are required. Specialized experience for this position is legal work involving legal research, the interpretation of statutes, regulations, decisional law and opinions, and the preparation of legal memoranda or opinions, legislative proposals or testimony.

PLEASE SEE REVERSE SIDE FOR MANDATORY QUALITY RANKING FACTORS

Quality Ranking Factors (QRF): Applicants must submit a narrative statement addressing the factors listed below. Each factor should be addressed separately and include the applicant's involvement in the activity. **(MANDATORY)**

1. Knowledge of the concepts, principles, regulations, and policies governing federal EEO, including relevant judicial and administrative decisions.
2. Knowledge of program management principles and concepts to conduct in depth legal research and analytical studies.
3. Knowledge of the operations and organization of the legislative, executive, and judicial branches of government.
4. Ability to communicate orally and in writing.
5. Knowledge of computer programs and database management, including Excel, Quattro Pro, and Microsoft Office; experience in providing technical management of a data collection, and in extracting data and developing memoranda, information, and reports using this data.

FOR FURTHER INFORMATION ON THIS ANNOUNCEMENT CONTACT: Charlene Green **ON:** (202) 273-2772

**PLEASE SEE HOW TO APPLY AND CONDITIONS OF EMPLOYMENT FOR DETAILED INSTRUCTIONS.
THE AO IS AN EQUAL OPPORTUNITY EMPLOYER.**

HOW TO APPLY:

- > Your application must be in the AO Personnel Office (address below) by close of business on the closing date.
 - > Your application should include all of the information listed under the section, “**APPLICATION INFORMATION.**”
 - > You may choose to submit a signed and dated **OF-612 (Optional Application for Federal Employment)**, OR any other application format.
 - > Incomplete applications will not be considered. Also see brochure **OF-510 (Applying for a Federal Job)**.
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APPLICATION INFORMATION (as listed on the OF-612 and in brochure OF-510): To receive full consideration for this position, ensure your application addresses **all** the information listed below; otherwise, you may be considered ineligible for this position.

- > **Announcement Number:** The Job Opportunity Announcement number must be clearly indicated on the front page of your application.
- > **Personal Information:** Full name, mailing address, day and evening area code and phone numbers; social security number; country of citizenship; title, series, grade or pay level, and dates of highest federal civilian position held.
- > **Veterans' Preference:** If claiming 5-point veterans' preference, you must attach a copy of your DD-214, Certificate of Release or Discharge from Active Duty, or other proof of eligibility. If claiming 10-point veterans' preference, you must attach an SF 15, Application for 10-Point Veterans' Preference, plus the proof required by that form.
- > **Your Education:** High school (name, city, and state), date of diploma or GED; colleges or universities (name, city, and state); your majors, type and year of any degrees received. DO NOT include a copy of your college transcript or a listing of your specific credit hours unless there are specified educational requirements or you are trying to qualify based on substituting education for experience (see Qualifications).
- > **Work Experience:** For job-related experience give your job title, duties, accomplishments, employer's name and address, supervisor's name and phone number (indicate if we may not contact your current supervisor), starting and ending dates (must include month and year), work hours per week, and annual salary.
- > **Other Qualifications:** List any job-related training courses; skills (such as, languages, computer software/hardware, typing speed, tools, machinery); current certificates and/or licenses; honors, awards, and special accomplishments (such as, publications, memberships in professional or honor societies, leadership activities, public speaking, and performance awards).
- > **Performance Appraisals:** You are encouraged to submit your most recent annual performance appraisal or letter of recommendation(s).
- > **Additional Information: Quality Ranking Factors are Mandatory.**

ADDRESS:**(for hand delivery)**

One Columbus Circle, NE
Suite G-200
Washington, DC
(Union Station Metro)

(for mailing)

Administrative Office of the U.S. Courts
AO Personnel Office, Suite G-200
Washington, DC 20544

CONDITIONS OF EMPLOYMENT: Applicants are advised that false answers or omissions of information on any application materials or inability to meet the following conditions may be grounds for nonselection, withdrawal of an offer of employment, or dismissal after being employed.

- > All information is subject to verification.
 - > Selection for this position is contingent upon completion of OF-306, Declaration for Federal Employment during the pre-employment process.
 - > Selection for this position is contingent upon proof of U.S. citizenship. Acceptable proof of citizenship includes: (1) a U.S. passport **or** original or certified copy of a birth certificate issued by a state, county, or municipal authority **and** (2) photo identification (e.g., driver's license).
 - > All new employees of the AO must identify a financial institution for direct deposit of pay before appointment.
 - > If selected for first-time appointment to the Federal Government, you may be required to serve a trial period. Failure to successfully complete the trial period may result in termination of employment.
 - > If selected for a supervisory or managerial position, you may be required to serve a probationary period. Failure to successfully complete the probationary period can result in return to a position comparable to the one held immediately before this supervisory assignment or if you were not a federal employee before this assignment then you may be moved to a position one level below this supervisory position.
 - > Relocation expenses will not be provided unless specifically authorized by the Director of the AO.
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GENERAL INFORMATION:

- > Applications must be received in the AO Personnel Office by the closing date of this announcement.
 - > Application and enclosure(s) will not be returned.
 - > More than one selection may be made from this announcement.
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FOR ADDITIONAL AO JOB LISTINGS, PLEASE CALL: (202) 273-2760